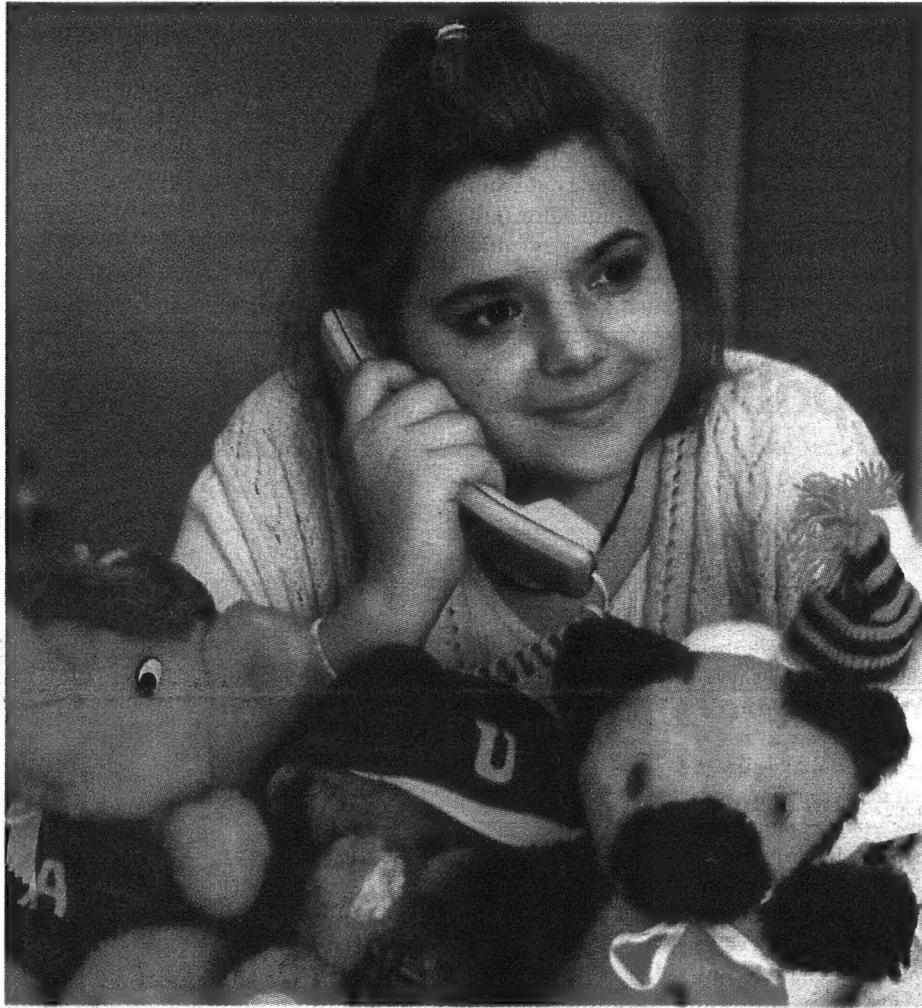


Student caller nets \$162,000

Kathy Dodds smashes previous record of \$120,000 in four hours

By Lee Elliott



Kathy Dodds

The Student Calling Program has smashed another record as Kathy Dodds, who just completed her BA in music, raised \$162,000 in only four hours. This buries the record set only last October by another music student,

Mathias Silveira, who raised \$120,000 in the same time period.

"I just like talking to people," says Dodds. "My friends call me Chatty Kathy." The only other key to success she can think of is, "I try to be honest with

everybody...I don't pretend everything is perfect here." If people do raise concerns about the University or any of its programs, Dodds says she listens with empathy, assures them she'll pass the concern on and then does. "I think that's the only way change can be achieved," she says.

This year the University will realize about \$44,000 of the \$162,000. The rest is pledged over the next several years. "She's very modest about it," says Akil Pessoa, coordinator of the calling program. "She upgraded most of these people. None had done multi-year donations before."

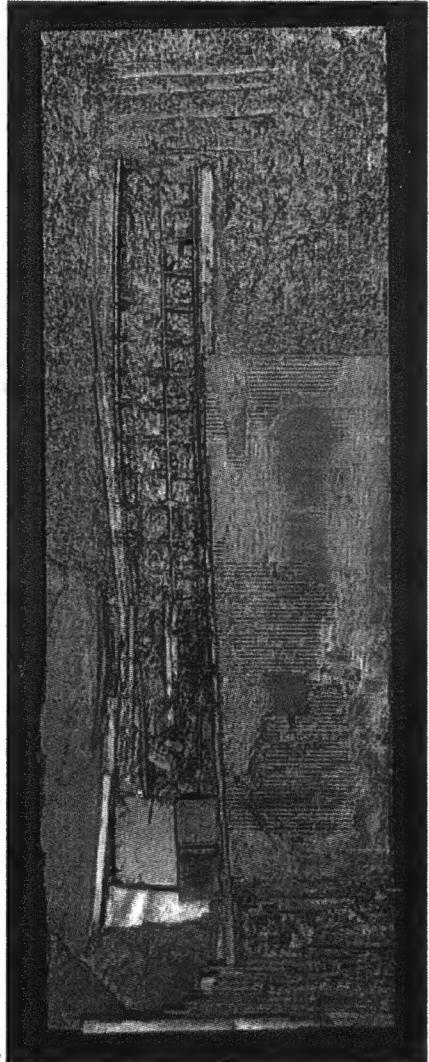
To appreciate Dodds' skills fully, however, you really have to hear her with people, he says. She just has a naturally genuine way. "That's what it's really all about, personalities. These are the kinds of people we have working here," says Pessoa. "I'm really proud of them."

Pessoa says the entire program has made major strides. In 1995, the callers brought in just over \$500,000 and increased that to \$730,000 in 1996. "We actually lowered our costs last year," he says. There were fewer supervisors and more responsibility for callers. They also called recent grads—an unlikely source as they are still starting their careers—and got a 25 per cent response rate. Pessoa says he pays the student callers, "seven dollars an hour and lots of pizza." If someone could donate the pizza, he quips, he'd cut costs even more.

As for Dodds, she says education is an easy sell, because she values the one she's received at the U of A so much. She says some people question the job opportunities a music degree will give her. "It doesn't matter," she says. "I've gained so many skills, I can do almost anything." ■

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Dick Der's Steel Labyrinth

Der to be Different: artist shows in three countries

By Rita Earley

Dick Der has been making a name for himself in the international art world. Originally from Hong Kong, Der first came to Saskatchewan with his family, and is now one of the U of A's dynamic young instructors and creators of mixed media art. In the month of April, besides his rigorous teaching schedule, he had three art shows in three countries to his credit.

The first show in New York at the Montserrat Gallery, opened on April 1 and ran for three weeks. Der attended the opening and was pleased by the response to his work. The second, at the Singapore Art Expo '97, began the last weekend in April and runs for a couple of weeks. "It will be a big one, attended by people from all over the world," says Der.

Since most of us are unable to travel to Singapore on short notice, Der's work is currently being featured at the Edmonton Art Gallery in *Disrepresentation*. The show also features the work of artists Monica Tap, Jeff Spalding and Isla Burns. Together, these works explore decoration in abstraction.

Der exhibits four pieces which com-

bine painting and sculpture. The titles, *Rough Metal*, *Big Steel Undone*, *October Rust*, and *Double Trouble Steel* conjure a picture of pieces of metal found on building sites and stuck together in a haphazard fashion. However, when the artist puts his hand to them, he demonstrates his power to transform ordinary materials into a synergistic whole. ■



University
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*Congratulations to Materials Management
on another great success – Trade Show '97*

...it makes sense.



Funding formulas stress cooperation and competition

VP Finance and Administration presents budget based on uncertainties of new funding envelopes

By Lee Elliott

The 1997/98 University of Alberta budget, being presented to the Board of Governors May 2, will be missing one important feature of the past three budgets: across-the-board cuts.

It's time for relief from the average 12 per cent cuts teaching units absorbed in the last three budgets, says Glenn Harris, vice president Finance and Administration. However, while the budget doesn't include cuts, it doesn't contain a windfall of new money either.

In the April 21 provincial budget, post-secondary institutions received an average 1.5 per cent increase to base operating grants. This hardly keeps up to inflation, says Harris. "In real terms, we're not gaining ground."

What we do have is a much more complex budget process which includes government incentives to both cooperate and compete with other institutions in the province.

The U of A will compete with other institutions for a share of the total \$15 million Performance Envelope tied to key performance indicators (KPI's). Depending on performance, we could get between a one per cent and a 2.75 per cent increase in base grants. "We'll land in the middle," says Harris. "We are assuming we'll get 1.75 per cent." That will mean \$3.8 million. "One of the reasons we've never believed we'll end up in the top category is that the total available is fixed and we are such a large part of the system. For us to benefit at 2.75 per cent means there are a whole lot of smaller institutions will only get one per cent."

In addition to the \$3.8 million expected, the U of A will receive a \$300,000 enrolment adjustment now that student enrolment is back to 93/94 levels. The

total base operating increase then should be \$4.1 million.

We will also compete for an Infrastructure Renewal Envelope of \$40 million. The U of A expects to get \$2.1 million of that for instructional equipment. Another \$10 million may be expected, but the specific projects supported will be linked to available private and federal funding, especially through the Canada Foundation. For example, "We're using a lot of this money to do a major upgrade to the classrooms in the Tory Turtle...to make them suitable

for multimedia use."

The U of A will also receive a share of the \$3.5 million Research Excellence Envelope. Harris expects the U of A to receive \$1.8 million of that. The funds will be used for faculty renewal to recruit top candidates for approximately 100 new faculty positions this year and the approximately 475 to be filled over the next five years.

The Learning Enhancement Envelope, designed to improve the quality of learning especially through the use of technology, offers a total \$10 million. Our share,

says Harris, is expected to be \$1.8 million allocated to projects selected through proposals submitted to Advanced Education for approval.

"None of the money in the Learning Enhancement Envelope and none of the money in the Infrastructure Renewal Envelope is available for salaries," says Harris. However, "Compensation increases are a priority for us." The actual amount of salary increases is still under negotiation with the AA:SUA and NASA.

The competitive nature of the new budget structure complicates the process immensely, says Harris. "My personal opinion is that despite the competitions, there's not yet a lot of evidence they will result in a significant redistribution of resources."

"Right now the front end is slowing everything down and creating all sorts of uncertainty," says Harris. While the budget "plans" for certain amounts, capital spending especially is subject to building partnerships with federal funding sources and private donors. "The bottom line in all of this is we have a huge amount of uncertainty in our capital funding," he says. ■

PROVINCIAL FUNDING ENVELOPES

	Total in the envelope	Portion planned for in U of A budget
Performance	\$15	\$4.1 (\$300,000 enrolment adjustment included)
Infrastructure Renewal	\$40 million	\$12.1 (\$10 million depends on other partnerships)
Research Excellence	\$3.5 million	\$1.8
Learning Enhancement	\$10 million	\$1.8
Intellectual Infrastructure	\$15	Not planned for as yet

Percy returns from political arena to lead Faculty of Business

By Michael Robb

It's not enough to say you're deserving. "We have to demonstrate what our contribution is, to show how we add value to the economy. That's true of the University and it's certainly true of any faculty of business," says Dr. Michael Percy, incoming business dean.

Percy takes over from Dean Rodney Schneck, July 1 and begins a five-year term. He is returning to the University after one term in politics—spent primarily as the provincial Liberal Party finance critic—where he earned a reputation for solid criticism and policy analysis.

To continue to build on existing community support for his new Faculty, Percy says scholarship has to be high calibre, students have to be well prepared to enter the job market, and the professional Faculty has to be able to demonstrate how it relates to broader community interests.

If the business program is to thrive, it will also need to strengthen partnerships, he says. "You really have to know where you're going and make sure that everyone knows how you're going to get there. In this province, I learned that people do not want to see competitive rivalries between universities and technical institutes. They want to see us work together, focused on the larger picture." Government grants which will remain fixed in real terms make partnerships even more important, he says.

Edmonton has a "locational disadvantage." Therefore, says Percy, the U of A has to work with the Universities of Lethbridge and Calgary and other faculties on campus and off. Cost-recovery programs will likely grow, and the relationships with the business community will get stronger. Can the U of A's business school compete for that philanthropic dollar? Yes, says Percy, by demonstrating what the Faculty contributes—in the areas of entrepreneurship, technology transfer, the study of natural resource and risk assessment, for example.

Clearly, Percy doesn't believe the Faculty can be all things to all people. He's not afraid of the word selectivity. "Where we're selective depends on our strengths and on the demands we face. The Faculty of Business is a professional faculty and part of what we do has to reflect the demands of the community that employs our students."

One of its biggest challenges the Faculty faces is keeping professors, he says. Business schools across the continent are paying big dollars to business professors. A recent recruit to the U of A, paid \$70,000



Mike Percy

Canadian, was recruited to an American university with a \$90,000 US salary and a stipend worth two-ninths of his salary. Another left for a salary of over \$100,000. "It's a highly competitive international market," says Percy. The solutions lie on several fronts: making the case within the University, the University's fund-raising campaign and cost-recovery programs.

"Every great university has a great business school. Presently, the U of A has a great business school, and if I don't keep that tradition up, I won't be dean for long," says Percy, who began his career at the U of A in the Faculty of Arts' economics department.

He'll spend a lot of time on the road, raising the profile of the Faculty. "I'll be selling our programs, explaining what type of research our faculty does and ensuring that our faculty is visible nationally and in a North American context—making people aware that the Faculty is as good as it is. This will help us attract more resources and more and better students." ■

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MIKE PERCY: WHO IS THE NEW DEAN OF BUSINESS?

- Earned his BA from University of Victoria
- Earned graduate degrees from Queen's University
- Began his academic career in the UBC economics department
- Joined U of A in 1979
- Author of four books
- Teaches industrial organization, economy policy, regional economics, resource management and microeconomic theory
- Served a full term as a Liberal MLA
- Currently co-chairs the Premier's Growth Summit, a forum charting the province's economic future in the post-cuts era
- Expects to continue teaching an introductory course and a course in the MBA program

The KPI question

"Not everything that counts, can be counted; not everything that can be counted, counts."

Albert Einstein

Measuring up

Performance-based funding will impact the budget

Stories by Michael Robb

Einstein's simple, yet profound, statement sums up how many people feel about key performance indicators (KPIs). Like them, or loathe them, however, they are soon going to become an integral part of the funding system for colleges and universities in Alberta. And they will affect how much money the University of Alberta receives from the Department of Advanced Education and Career Development.

Beginning in the 1997-98 budget year, Alberta will be the first jurisdiction in the country to adopt KPIs. Post-secondary institutions in the province will be rated above average, average or below average, receiving a one, two or three rating.

Those rated number one will receive a

2.75 per cent increase over last year's operating grant from the "performance funding envelope." Those rated number two will receive a 1.75 per cent increase and those rated number three will receive a 1.0 per cent increase.

Last year, the U of A received approximately \$220 million in base and access operating grants. If the University receives a rating of one, it could expect to receive approximately \$6.05 million from the performance funding envelope. If it finds itself at the bottom with a rating of three—although University officials don't believe that will happen—the University would only receive \$2.2 million. The difference between a top and bottom rating—about \$4 million—is more than the net operating

budget of several of the University's smaller faculties.

"It really does matter," says Bill Cairns, director of Budget and Statistics and one of the team of people from colleges and universities working with the Advanced Education to develop the KPIs. "We're talking about a lot of money here."

Advanced Education, beginning in 1997-98, plans to inject \$15 million in new funding into the performance envelope. Another \$15 million will be distributed in 1998-99. Institutions will also contribute one half of one per cent of their operating grants in 1997-98 and 1998-99. Each institution, the Department is proposing, would receive a minimum award of 1.5 per cent for 1997-98 and 1998-99. ■

What's on the report card?

LEARNING

Accessibility 30

1. Credit full-time equivalent enrolment:
 - a) achievement
 - b) improvement
2. Completion rate: improvement

Responsiveness 40

3. Student Satisfaction (overall quality)
 - a) achievement
4. Employment (employed in directly/somewhat related jobs)
 - a) achievement

Affordability 25

5. Cost per full-time equivalent student
 - a) achievement
 - b) improvement
6. Instructional expenditures as per cent of total operations expenditures
 - a) achievement
 - b) improvement

Proposed key performance indicators and relative weightings. The list is likely to change as the provincial Department of Advanced Education and Career Development reviews the process.

Accountability 5

7. Business plan completed/submitted
8. KPI templates completed/submitted

Total 100

RESEARCH (FOR UNIVERSITIES)

1. Council monetary awards per full-time faculty member 40
 - a) achievement
 - b) improvement
2. Citation impact 40
 - a) achievement
 - b) improvement
3. Level of community/industry research funding 20
 - a) achievement

Total 100

What do the experts think about KPIs?

According to Bill Cairns, director of the U of A's Budget and Statistics office, "Numbers are only good as a background to what we already know. If they confirm what we know to be the truth, that's comfortable. If they seem to disagree with what we feel strongly to be the truth, then it gives us a reason to question what we know. The numbers should never make the decisions."

Mantz Yorke, a British researcher interested in the policies used to ensure quality in higher education, says "rival definitions of quality" exist: the state favours numerical performance indicators; the academic community favours peer review; and the market favours consumer choices. ■

The problem is that none of the different conceptions of what higher education

is focuses on the quality of the educational process, or the character of the learning accomplished by the student, says Ronald Barnett, a researcher with the Centre for Higher Education Studies at the Institute of Education, University of London. "The complexity and open-endedness of the human transactions involved are not captured by the fixity and simplicity of the numbers," says Barnett. ■

"The sureness, the stability, and even the objectivity that numerical performance indicators seem to offer is illusory. To believe that we can say something of real insight about the quality of an educational process by describing it in numerical terms is an illusion."

Says Barnett: "With performance indicators in higher education, the numbers come first, and then we are asked to make

a judgment on the numbers. This is the accountant's or the bureaucrat's approach to evaluation. It is pernicious because it discourages us from having to make difficult judgments about the character of higher education."

"A further feature of the numerical performance indicators favoured by state agencies is that, logically, they can only tell us (at best) something about the past. In themselves, they cannot give us insight into the future or even suggest ways in which things ought to be modified or improved." ■

1. Yorke Mantz, *Performance Indicators: Observations on their use in the assurance of course quality*, 1991.

2. Ronald Barnett, *The Idea of Quality: Voicing the Educational*, 1992.

Finding a way to compare apples with apples

The University has supplied Advanced Education with KPI data; now it wants to ensure that the data among the institutions is comparable, says Associate Vice-President (Academic) Dr. Bruce Dancik. "We want to tell an objective and true story."

Addressing the U of A's Senate members last week, Dancik said the institutions have spent a lot of time collecting the data. The real worry is that the data won't tell the whole story, or worse, will be misleading and used to financially penalize institutions. The University of Calgary, for example, chose to have a lower entering grade point average than the U of A. Perhaps as a result, it also has a lower student retention rate. With KPI's, the U of C may be penalized for a policy its community believes is philosophically justified.

Student satisfaction surveys are another problem area. In current surveys, the university sector had a five choice survey form. The colleges and technical institutes had a three choice form. "We were told we would be compared only with the universities," says Dancik. However, in an initial draft, Dancik saw satisfaction survey results of all post-secondary institutions on one table. "And that doesn't really make it clear that the first group, universities, are on another scale than the other institutions," he says.

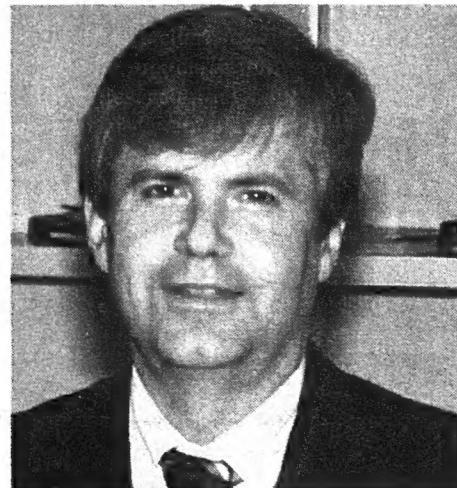
The government has also placed a clear priority on delivering programs at the lowest cost possible. This may encourage universities and colleges to slash high-cost programs and move towards more lower cost per student programs. That, say educators, may serve institutions' short-term needs, but do great long-term damage to the entire advanced education system.

There is another issue particularly important to the University of Alberta. The U of A is a large research-intensive university, and in some critically important ways cannot be compared to its community college neighbours or smaller universities such as the University of Lethbridge. "For some measures, we believe we should be compared to our peer group," says Dancik, including universities such as McGill, and the Universities of Toronto and British Columbia. But comparable data across the country is hard to get, making it an almost impossible task to compare large research-intensive universities in some key areas.

"I'm very frustrated with the whole business of KPIs," says Students' Union Vice-President (Academic) Richard Harrison. "You can read the data any way you want. This institution is easily the best in the province."

Harrison points out that many students enrol in university, graduate and go on to work in completely unrelated fields. They're able to do that because of the critical thinking skills they acquire. But KPIs could end up penalizing universities when the data shows large numbers of students working in fields unrelated to their studies. ■

Smiley appointed Chair of Medical, Microbiology and Immunology



Dr. James Smiley

The Faculty of Medicine and Oral Health Sciences is pleased to announce the appointment of Dr. James Smiley as professor and chair of the Department of Medical Microbiology and Immunology effective April 1, 1997.

Smiley comes to the U of A from McMaster University where he was a professor in pathology and, since 1990, coordinator of the Cancer Research Group. He was born in Montreal, earned his BSc degree in genetics from McGill in 1972 and a DPhil degree in 1977 from McMaster University. He has had a long-term interest in the genetics of herpex simplex viruses and the control of protein expression in these viruses. He has been a Terry Fox Senior Scientist of the National Cancer Institute since 1988 and holds competitive grant funding from the National Cancer Institute of Canada and the Medical Research Council of Canada. ■

OBITUARY

Dr. E. Otto Höhn professor emeritus

Dr. Otto Höhn, professor emeritus physiology, passed away April 23, 1997 in Edmonton.

Höhn was born in Basel, Switzerland in 1919 and studied at Guy's Hospital Medical School at the University of London, obtaining a BSc, M.B.B.S., and MSc. He came to the University of Alberta in 1946 as assistant professor and received his PhD from the University of London in 1951.

Höhn was an endocrinologist who specialized in the study of birds, especially those of Northern Canada and Alaska. Early in his career, he became internationally recognized for work on the breeding biology of northern birds, publishing extensively in first-class journals and three times in *Nature*. His 1969 article in *Scientific American* on the endocrinology and behavior of the phalarope of the Arctic, became recognized as an authoritative account of the unusual bird. Höhn published three books and was a prolific and scholarly writer throughout his life.

His research was funded from a number of sources including: the Medical Research Council of Canada, the American Museum of Natural History, and NSERC. His studies took him to the northern coast of Canada, Argentina, Australia and Norway. He was fluent in German, Spanish and French which enabled him to translate and publish both classic and little-known works of foreign authors.

Höhn was the co-founder of the Edmonton Bird Club in 1949 and continued his devotion to ornithology after his retirement in 1983. He is survived by his wife of 53 years, Barbara, his sons Peter and Howard and three grandsons.

Senate holds preliminary discussion on graduate employability report

Enhancing cooperative and internship programs among its recommendations

Enhaning cooperative and internship programs and establishing a University 100 course in each faculty are two recommendations included in a recent Senate task force draft report.

The draft report also calls on the University to increase the awareness among the general population of the value of a highly educated populace generally, and of a University of Alberta education specifically.

Last week, at its regular Senate meeting task force members discussed a pre-

liminary draft of the report. It's expected the task force members will consider Senate members' comments, revise the draft and release the report in late May.

The task force was established last year, in part, to make sure the community recognizes the advantages of a U of A education and the contribution the University makes to the province's employment picture. Task member Royle Harris said, "We're speaking to the converted in this room. This report has to go outside

this place, province-wide. We should be in a lot of people's faces with this report."

The task force was also charged with analyzing: demographic trends; employment trends of graduates; required skill sets for graduates; employment market trends; industry needs; income and employment levels of University graduates and other graduates; effects of technological developments; and, how the U of A should be responding to some of these changes. ■

Any time, any place learning

Distance learning diploma program in teacher-librarianship attracts far-flung students

By Michael Robb

Although a few of Dr. Dianne Oberg's students are a stone's throw from campus, most come from as far as the Yukon, Northwest Territories, Northern British Columbia, Vancouver Island, Saskatchewan, Manitoba, and Central Alberta. That's the beauty of the U of A's post-baccalaureate distance education diploma program in teacher-librarianship.

The eight-course diploma program is being delivered using a combination of print materials, textbooks, audiovisual materials and Internet resources. The bottom line is that students can now earn the diploma without ever setting foot on campus. "Many of our students are not U of A alumni," explains Oberg, who has a joint appointment in the Department of Elementary Education and the School of Library and Information Studies. "We're reaching out to a new group of students."

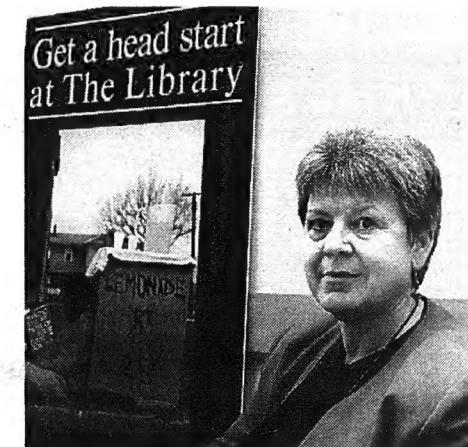
Those new students—20 were enrolled last fall—are mostly teachers, many of whom are serving, or want to serve, as their school's teacher-librarian. Many are interested in earning the diploma while maintaining their full-time jobs. Most simply can't afford to leave the job market.

Enter the U of A.

In 1993, Oberg spent a study leave in Australia. There she learned about a teacher-librarianship program delivered almost exclusively by distance education. The materials were carefully designed, there was solid communication between students and instructors and the completion rates exceeded 80 per cent. Oberg returned and applied to the Learning Enhancement Fund to develop the U of A program. She was awarded \$32,000 for one year to develop the program. She will re-apply for second-year funding.

The development of the program not only meets students' distance education needs, she says, but it also fills a gap and places the U of A at the centre of teacher-librarianship training in Western Canada. Oberg has witnessed the demise of several programs in this part of the country. During the past decade "downsizing" resulted in the death of programs at the Universities of Calgary, Regina and Saskatchewan. Today, the U of A's teacher-librarianship program is the only one between Toronto and Vancouver.

The program has been well supported by the Herbert T. Coutts Library. Classroom discussions have been established on-line. And outside experts have been used on-line as well. It all adds up to a solid learning experience. "The quality of learning happening is as good as face-to-face learning," says Oberg. ■



Dr. Dianne Oberg

When two worlds collide: a bylaw for peace

Chaplains' Association designs protocol to deal with peaceful coexistence of faiths

By Darrell Murray

Israel's religious wars remind the world an eye for an eye does little to resolve conflict, but rather increases the blind population. Unfortunately, religious conflict is a part of existence. At the University, one might think such religious conflicts do not exist. Think again.

Four months ago, when Baptist Student Ministries invited a former Muslim turned Christian as a guest speaker at an inter-faith forum intended to educate those present about the Muslim faith, the results were less than spiritual. The guest speaker spoke of Allah, Muhammad and Islamic beliefs with disrespect and near

contempt.

Independent of the event, but pulled into the situation by pressures from both sides, the Chaplain's Association (UACA) met to decide their course of action.

Discussion was opened between the opposing sides mediated by members of the Chaplain's Executive Board. Two public apologies were extended from Baptist Student Ministries, and Saleem Ganam, 'chaplain' of the Muslims on campus and member of UACA, was given an opportunity to address misconceptions created by the Baptist speaker.

John Nance, Director of Baptist Student Ministries was in attendance. He said, "The manner in which the presentation was given was unintended. The intent was not to be offensive to the Muslims. It is our hope that Christian-Muslim dialogue will continue. After the meeting Nance spoke with Iqbal Goralwalla, president of the Muslim student association. He said, 'I hope it's the end.' Goralwalla's response was consistent with the united hope for peace and reconciliation carried by everyone involved. 'It's finished.'

David Bitner, Catholic chaplain, said, "We are closer in belief than some are ready to admit. When two opposing fundamentalist groups get together the chances for problems to occur increases."

"You can't stop these things from occurring," says Richard Reimer, Lutheran chaplain, "but you can institute programs and policies that lessen the chance." Christian Reformed Chaplain Tom Oosterhuis said, "For the next half a dozen years this will be part of our memory. The question is how do we extend the way we deal with it for the next 10 years."

The answer, for the group was the April 14 addition of a bylaw to the UACA constitution which established a protocol for public meetings aimed at "a respect for religious liberty, and a willingness to avoid congregational proselytism."

Looking back on a challenging few months, Pauline Grant, UACA chair, said, "Nothing is further from the intent of UACA than strife of any kind, be it between different branches of the Christian faith, or be it between Christian and people of another faith."

To avoid future conflict on the University campus, or worldwide perhaps, the remarks with which Saleem Ganam, Muslim chaplain, opened the meeting may be worthwhile to remember: "Welcome brothers and sisters. I hope you don't mind me calling you brothers and sisters—after all, that's really what we are." ■

Darrell Murray is a fourth-year English student and reporter for the Tofield Mercury.

CHAPLAINS' ASSOCIATION PROTOCOL FOR INTER-FAITH FORUMS

"We ensure that our own faith is presented in a positive manner, not by attacking the faith of others or coercing others to accept our beliefs. When presenting a faith that is not our own, we ensure that the faith is presented in a truthful and respectful manner, which avoids misrepresentation, discrimination, and proselytism. In inter-faith forums we engage in dialogue to learn from each other with humility and respect, avoiding hostility, discrimination, and proselytism."

Working out the problem of eating disorders

Weightlifters, dancers and joggers are all potential victims of "Activity Anorexia"

By Theresa Shea

The current fitness craze may promote good health, but it may also be contributing to the growing problem of anorexia, according to U of A researchers.

Dr. Frank Epling, psychology, says runners, weight lifters, dancers and fitness buffs in general are at risk of developing anorexia when they increase activity without waiting for their appetite to catch up.

In his April 17 lecture at City Hall (part of the "What's Up Doc?" lecture series), Epling said the term *anorexia nervosa* is a misnomer because it presupposes that anorexics suffer from a psychological disorder. Therapists and practitioners who support the

psychological model, Epling says, "have it wrong."

Instead, he says, our current fitness culture may be stimulating a response similar to that he's observed in rats.

His research with Dr. David Pierce, sociology, and Dr. Jim Russell, medicine, suggests anorexia is a biological response to cultural conditions. In their experiments, lab rats were subjected to semi-controlled starvation. The researchers then observed the rats as they developed psychological symptoms normally attributed to anorexia: they became neurotic, controlling and engaged in excessive exercising.



INTERNATIONAL NO DIET DAY—TUESDAY, MAY 6, 1997

A one day protest against weight loss dieting
A celebration of a diversity of sizes.
Information booth in SUB from 12 to 4 p.m.
Public weigh-scale smashing between SUB and Pembina Hall 3 p.m.
For more information, call Jacqui Gingras at 492-4267

Custom course ware now available

Faculty have the opportunity to create custom course ware and assist in reducing textbook costs for students through course packs produced by the Students' Union Print Centre (SUPC).

With course packs, professors can customize courses and provide students with materials from a number of different sources. The Print Centre has a Cancopy license and ensures copyright is charged whenever applicable.

The SUPC is the result of a recent partnership between the U of A, Quality Color and the Students' Union. Outgoing Students' Union President Garrett Poston says, "This initiative not only benefits students by supplying affordable, quality

course packs, but also provides an opportunity for the Students' Union to work more closely with faculty."

The University of Alberta is the first post-secondary institution in Canada to have the GammaGraphX print-on-demand technology which offers digital cleaning of originals and the storage of documents on optical disk. For faculty, the storage capabilities mean course material can be updated quickly and easily from year to year.

The Students' Union Print Centre is located in the lower level of the Students' Union Building. For more information about custom course ware, contact Michelle Deacon at the Students' Union at 492-4241.

The study found these symptoms were the result of starvation—not a psychological disorder. Further analysis found cyclical response to the effects of starvation: decreasing food intake contributes to an increase in physical activity, and vice versa. Therefore, instead of using "anorexia nervosa" to define the disordered pursuit of slimness, they have coined the term "activity anorexia" to explain the condition that arises by combining excessive dieting with an increase in activity.

The same response was documented in a human study in the 50s, says Epling.

OTHER U OF A RESEARCH RELATED TO EATING DISORDERS

Dr. Catherine Field (agricultural, food, and nutritional science) is working on an internship program with dental assistants to help them spot bulimia in its early stages. While anorexia, especially when advanced, is easily identified by the body's grotesque emaciation, bulimia is less obvious. Bulimics may undergo fluctuations in weight, but more often purge as a means of maintaining a given weight. There are often no physical signs.

One of Field's students, Alice Gerhardt, says the mouth sometimes provides the only indication bulimia exists as frequent vomiting causes enamel erosion. She has prepared a study with the Alberta Dental Hygienists' Association, and the Alberta Registered Dietitians' Association, which provides guidelines for hygienists who encounter patients with oral symptoms.

It also offers suggestions for minimizing dental complications. Ideally, the bulimic patient will cease purging; but more realistically, the behaviour may continue indefinitely. Contrary to what might be expected, bulimic patients should not brush immediately after purging, but rinse with a special mouthwash.

Dr. Linda McCargar (agricultural, food & nutritional science) is initiating two studies on eating disorders slated to begin this summer (in collaboration with others on campus). One project will investigate factors associated with disordered eating in individuals with Insulin Dependent Diabetes Mellitus. The second will analyse the impact of disordered eating on the health of young women gymnasts.

Drs. Andrea Borys and Nancy Melynchuk (secondary education) are working to modify phys-ed curriculum, especially for girls, to help prevent development of body-image disorders and other

health problems linked to low-activity lifestyles.

Their research was prompted by alarming statistics showing activity rates for girls drop dramatically at 11 years of age. The general lack of fitness that can result sets girls up to dislike their bodies and puts them at risk for developing cardiovascular diseases later in life.

Working with teachers from Edmonton Public Schools, the two interviewed female Grade 10 students. They found that phys-ed is not a pleasant experience for many young women (especially non-athletes). Female students are concerned about their "looks," often feel intimidated having boys watch, and do not like competitive rather than cooperative games.

Although not all want single-sex classes, they do want choice. They want female gym instructors, the option not to participate in co-ed sporting events, and, most importantly, input into developing curriculum that involves activities like aerobics, walking and cycling.

If you'd like more information on eating disorders, contact the Eating Disorder Education Organization (EDEO), 944-2864.

SUPPORT STAFF REPRESENTATIVE ON GENERAL FACULTIES COUNCIL

Three members of the non-academic staff hold appointed seats on General Faculties Council. One of these seats is reserved for a support staff member who is not a member of the Non-Academic Staff Association but who is a full-time continuing employee. (This would include, for example, staff who are excluded from membership in NASA; trust employees, however, are not eligible.)

If you are interested in serving on GFC, or if you wish to submit a nomination, please send a brief resume (one to three paragraphs) and a cover letter to: Ellen Schoeck, Director, University Secretariat, 2-5 University Hall. Nominations must be RECEIVED by Friday, May 23, 1997, at 4:00 pm.

The successful nominee will serve on GFC from July 1, 1997 to June 30, 2000. For additional information, call Ellen Schoeck at 492-5430.

DO YOU WANT US TO KEEP A SECRET?

The Development Office usually lists the names of all donors to the University in the annual report.

However, if you wish to keep your donation a secret—please e-mail Karen May in the Development Office at

karen.may@ualberta.ca

Prof finds lost war-time friend through U of A campaign ad

By Lee Elliott

When Dr. Margaret-Ann Armour, chemistry, appeared in a *Globe and Mail* advertisement endorsing the University of Alberta, she had no idea of the recognition it would bring.

Lewis Perinbam in Vancouver saw the ad and, in Armour, saw a striking resemblance to the Scottish woman who'd sheltered him in the countryside outside of Glasgow when he was evacuated from that city during the war. The name under the picture matched that of the woman's infant.

Perinbam contacted a business student he knew at the U of A to have him approach Armour and see if she was that child.

"I was dismissive at first," says Armour, "but gradually it became obvious, of course I was."

"It's a wonderful person I discovered," she says. "My mother told me stories but we had completely lost touch." Perinbam is of Indian parentage, was born in Malaysia and went to boarding school in Glasgow. In 1939, when war threatened the city, children were evacuated to the nearby countryside. "He and his brother and a cousin lived with us for some time during the early parts of the war," she says.

Armour had no recollection of them, but was told stories by her mother of the wonderful contrast when she as an ex-

tremely fair infant had been tucked into bed with Perinbam's dark-skinned infant brother and cousin.

The family later moved to a rural community south of Aberdeen where Armour's mother had a one-teacher school. They lost touch with Lewis Perinbam, but Armour does remember visiting his aunt and uncle in Glasgow and developing a close relationship with the nanny of the family. Perinbam's father was a surgeon in a hospital in Singapore and had been shot at the door of his hospital by the Japanese during the war, so Perinbam, at times, had stayed with his aunt and uncle in Glasgow.

Since they lost contact Perinbam has become "just an incredible man of the world," says Armour. "Someone who has a global understanding." He has worked with the World Bank, World University Service and served as vice-president of CIDA. Among the many honors he's received is an honorary degree from York University.

"But he had never forgotten the time he spent in our house," says Armour. When she had to be in Vancouver for a conference recently, she contacted Perinbam and his wife. "I spent the weekend with them and we just talked and talked. He turned out to be quite a remarkable person."

U of A Press up for awards

Three University of Alberta Press titles are short-listed for awards in the upcoming 1997 Alberta Book Awards.

Wildflowers of Edmonton and Central Alberta by France Royer and Richard Dickinson has been nominated for Alberta Trade Title of the Year.

In the Scholarly Title of the Year category, the Press has two books in the running: *Propaganda and Censorship During Canada's Great War* by Jeffrey A. Keshen, and *Reforming Fiscal Federalism for Global Competition*, edited by Paul Boothe.

Winners of the publishing awards will be announced on Saturday, May 3, at a gala awards banquet at the Edmonton Petroleum Club. The Alberta Annual Book Awards are presented by the Writers Guild of Alberta and the Alberta Book Publishers' Association to honor titles of outstanding merit published in the previous calendar year.

Last year, the University of Alberta Press won Scholarly Title of the Year for *Town Life: Main Street and the Evolution of Small Town Alberta, 1880-1947* by Donald G. Wetherell and Irene R.A. Kmet. ■

WHEN IT COMES TO TEACHING

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David Cook, along with Armour and Cass, have something other than science in common—they share a passion for teaching. They do this so well, this year they were awarded 3M Teaching Fellowships—Canada's top award for university teaching. The U of A has the most 3M Teaching Fellowships in the country.

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Contest runs
May 1 - 30, 1997

Interdisciplinary team tackles the ethics of health-care decisions

Social Sciences and Humanities Research Council backs work with \$175,286 strategic research grant

By Michael Robb

A severely burned man asks his doctor not to prolong his life with life support equipment. A woman and her husband ask the fertility clinic to help them conceive a child. She is HIV positive and her husband, who has a low sperm count, is genetically predisposed to die in middle age.

Both cases are real and health-care professionals had to make tough decisions in both cases.

The ethical principles medical professionals use to make those kinds of decisions have increasingly become the focus of an interdisciplinary group at the U of A. A fundamental reflection and examination of health-care ethics is timely, says principal investigator Dr. Vangie Bergum, a Faculty of Nursing professor. Currently, people in the health-care field ground their ethical decision making on liberalism, principles, utilitarianism and impartiality.

But is that appropriate today? Co-investigator John Dossetor, Chair in Bioethics, doesn't think so. "What we're trying to do is create a new ethic for health-care delivery, one based on relationships and how people interact." The development of a "relational ethic" recognizes that we are all interconnected, adds Bergum.

The case of the badly burned man was decided in the U.S. many years ago. He was not allowed to die and lived to become a successful lawyer and married. "He maintained in later life that he should have been given his choice," says Bergum. When the research group used this scenario for

study, it concentrated on the relationships between the man and his mother, his doctors, nurses and friends. "We wondered how intense dialogue between everyone might have changed the way things occurred—not necessarily the outcome. We wondered why the man in this seemingly successful outcome was not happy."

The case of the potential parents who faced the possibility of dying young is another good example," says Bergum. "On first glance most people may think this situation should not be considered for assistance in conception." However, as the decision-makers talked to the couple, began to understand the family supports, explored risks with experts in HIV, and considered fairness with other couples wishing to parent. "Exploring the relationships helped to uncover the complexity of such decisions," says Bergum.

The group, which includes people from disciplines as diverse as philosophy and nursing, law and genetics, has been meeting around a table for the last several years. In that time, they have developed a new relational ethic with six themes: engaged interaction, mutual respect, embodiment (embodied knowledge), uncertainty or vulnerability, freedom and choice, and environment.

Bergum says the group isn't bent on destroying more traditional sources of ethical decision making, but they must be examined more critically. For example, says collaborator Marion Briggs, health-care

professionals have been traditionally disengaged, determined to impart dispassionate information. "Now we're wondering whether 'engaged interaction' is better for the patient."

There have been other consequences of this SSHRC-sponsored research. Health-care professionals sitting around the table discussing the creation of a new health-care ethic have really begun to listen to one another and to understand one another's different perspectives, say the participants.

Ultimately, the creation of the new health-care ethic won't make decision making easier. In fact, it might even make it more difficult, says Bergum, but that recognizes the complexity of human relations, how health-care professionals interact with one another

and how they interact with the patient. The relational ethic strives to bring the concerns of the individual to macro decision making in health care and the concerns of the whole community to micro decision making.

Dossetor says it's extraordinary—and wonderful—that the Social Sciences and Humanities Research Council has decided to fund the unusual work. Over three years, SSHRC will kick in \$175,286.

The group has produced a video and will be publishing a book. It's also exploring ways to engage the Canadian health-care community in the kinds of discussions group members have been having around that table. An Internet site is in the works and the group will be publishing scholarly papers. ■



Dr. Bill Presling (professor emeritus, business) mans the bullhorn at the 11th Annual Faculty Club Fun Walk/Jog/Run April 19. The run raised \$2,200 for scholarships this year, bringing the total for the annual event to \$25,000. The next event for Presling's walking/running club, the U of A Early Birds, is the "Not Quite Midnight Open," Friday, June 13 at 10:30 p.m.

1997-98 REPLENISHMENT OF GFC STANDING COMMITTEES AND COMMITTEES TO WHICH GFC ELECTS MEMBERS

The terms of office of a number of staff members serving on GFC standing committees, and on committees to which GFC elects members, will expire on June 30, 1997. The GFC Nominating Committee is seeking faculty/staff members to fill the following vacancies:

ACADEMIC PLANNING COMMITTEE (APC)

One academic staff member who is a member of GFC for a term beginning July 1, 1997 and ending June 30, 2000. Members must be available at 2:00 p.m. on Wednesdays.

COMMITTEE ON ADMISSIONS, ACADEMIC STANDING AND TRANSFER (CAAST)

One academic staff member for a term beginning January 1, 1998 and ending June 30, 2000. Members must be available at 9:00 a.m. on the third Thursday of every month, excluding summer months.

CAMPUS LAW REVIEW COMMITTEE (CLRC)

Two staff members (academic or support) for terms beginning July 1, 1997 and ending June 30, 2000. Members must be available at 9:30 a.m. on the last Thursday of every month, excluding summer months.

FACILITIES DEVELOPMENT COMMITTEE (FDC)

Five faculty members for staggered terms beginning July 1, 1997. Nominees must NOT be from the Faculty of Arts.

UNDERGRADUATE AWARDS AND SCHOLARSHIP COMMITTEE (UASC)

Two faculty members for terms beginning July 1, 1997 and ending June 30, 2000.

UNDERGRADUATE TEACHING AWARDS COMMITTEE (UTAC)

Two faculty members for terms beginning July 1, 1997 and ending June 30, 2000.

UNIVERSITY APPEAL BOARD (UAB) (REGULAR AND ALTERNATE MEMBERS)

Two faculty members to serve as Regular Members for staggered terms beginning July 1, 1997. Experience with student appeals is highly desirable.

Two faculty members to serve as Alternate Members for terms beginning July 1, 1997 and January 1, 1998 and ending June 30, 2000. All members of UAB should be available for appeals throughout the year.

COLLECTIONS COMMITTEE

One staff member (academic or support) for a term beginning July 1, 1997 and ending June 30, 2000.

DEPARTMENT CHAIR SELECTION COMMITTEES - PANEL

Six faculty members for staggered terms beginning July 1, 1997; 2 faculty members for staggered terms beginning January 1, 1998.

SENATE

One faculty member who is a member of GFC for a term beginning July 1, 1997 and ending June 30, 2000.

UNIVERSITIES COORDINATING COUNCIL (UCC)

One academic staff member for a term beginning July 1, 1997 and ending June 30, 2000.

COUNCIL ON STUDENT LIFE

One faculty member for a term beginning July 1, 1997 and ending June 30, 2000.

All nominations, or expressions of interest, should be accompanied by a curriculum vitae or brief biographical sketch and directed to Ms. V

Pemberton-Pigott, Coordinator, GFC Nominating Committee, 2-5 University Hall (492-1938; e-mail: val.pemberton@ualberta.ca), by Friday, May 23, 1997.

Fifth Annual

E. Garner King Memorial Lecture

Coronary Reperfusion: "Novel Frontiers for the Next Millennium"

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Madelaine Hron: Globally educated, globally committed

First recipient from the U of A to receive AUCC second language award

By Michael Robb

Last summer, Madelaine Hron taught English and French in a small bush town in Madagascar. "I had to learn Malagasy really quickly," explains the third-year modern languages and comparative studies French honors student. The village had no running water, no electricity and she had to wash her clothes on the rocks. The year before, she worked for three months in an orphanage in Peru. This summer she's off to Brazil to work with street kids. Locally, she teaches English as a second language to recent immigrants.

Starting to get the picture?

Armed with a tremendous gift for learning languages, Hron has immersed herself in different cultural milieus for socially conscientious reasons—and just for the fun of it. In fact, she loves it. It's that spirit of adventure that recently earned her one of the country's most prestigious scholarships: the Queen Elizabeth Silver Jubilee Endowment Fund for Study in a Second Language Award, presented by the Association of Universities and Colleges of Canada.

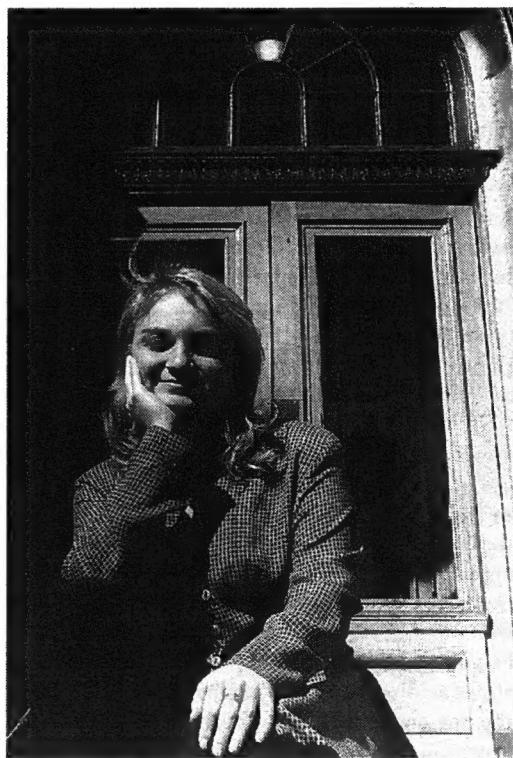
The scholarship is awarded to young Canadians who want to improve proficiency in their second official language to pursue full-time studies at another university which functions in the second language. She's chosen l'Université de Montréal to attend next year. "It's great.

They offer third world literature courses not offered here," says Hron, pointing out that the university's media studies and journalism courses are also on her agenda.

At only 22, Hron has opened more international doors than many people open in a lifetime. "I love people. I love communicating," says one of this campus's most extroverted students. "I've also learned to tolerate, respect and value other people's cultures."

Experience has made tolerance an important family value. She likes to tell the story of how one international door closed on her maternal grandfather, Jan Vladislav, a staunch anti-communist writer, who was a thorn in the side of the Soviet regime. During the events of 1968 in Czechoslovakia, the so-called Prague Spring, Vladislav was given two choices: stay and be imprisoned or leave and live in exile. He chose Paris, where he continued to write poetry, fairy tales and work as a translator.

Nearly 30 years later, Vladislav's granddaughter's choices are virtually lim-



Madelaine Hron



LAURELS

Muirhead receives 1997 Coal Award

Professor Ian Muirhead, director of the School of Mining and Petroleum Engineering, Department of Civil and Environmental Engineering, has been selected by the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) as the recipient of the Coal Award for 1997. This award honors CIM members who have made outstanding contributions to the coal industry of Canada and who have also been active participants in the coal division of CIM.

Kennedy receives top APEGGA honor

Dr. D.J. Laurie Kennedy, professor emeritus of Civil and Environmental Engineering, has received the Centennial Leadership Award from The Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA). This is the association's highest honor given to APEGGA members who have demonstrated outstanding leadership and achievements in engineering, as well as contributing to the profession and society.

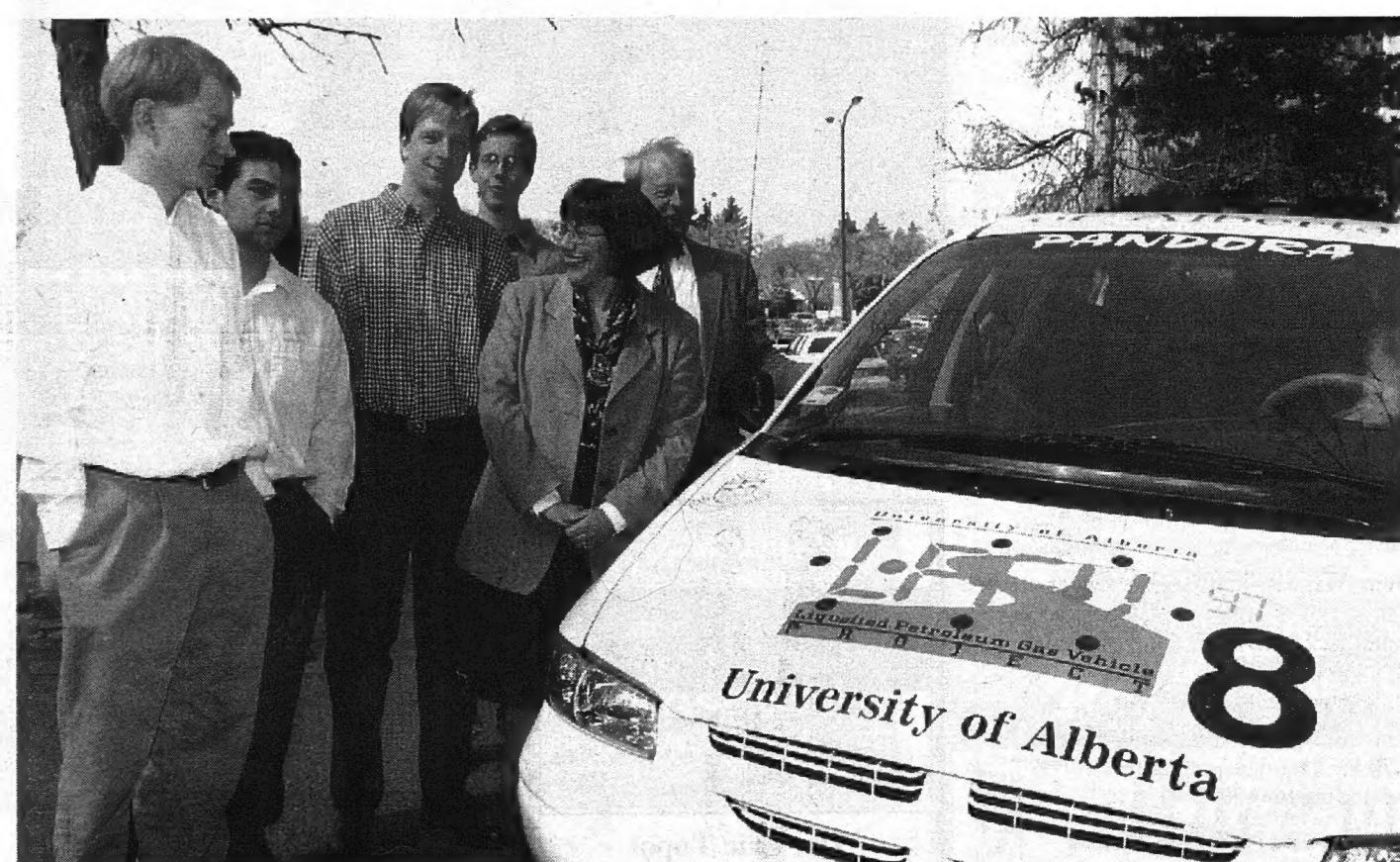
Kieren recognized for activism on behalf of women

Dr. Dianne Kieren, professor of human ecology, has been selected this year's AWArD winner by the Academic Women's Association (AWA). The award recognizes Kieren's contributions to the betterment of women in the University community through the course of her career and through her dedication to current activism.

Kieren served as co-chair of the AASUA Women's Issues Committee; chaired the President's Advisory Committee on Sexual Harassment; served terms as vice-president and president of the AWA; served on the Advisory Group to the Equity Officer; and chaired the President's Commission on Equity and Respect. She also served a three-year term as associate vice-president (academic).

New Trail wins gold

The U of A alumni magazine, *New Trail*, has been judged the best university magazine in Canada in the 1997 Prix d'Excellence program of the Canadian Council for the Advancement of Education. The publication is produced by Editor Rick Pilger and Associate Editor Charlene Rooke with the help of Lara Ninja of the University of Alberta Graphic Design Services. The prize will be awarded at the CCAE annual conference in Fredericton, New Brunswick June 14 to 17.



Anne McLellan, federal minister of natural resources, made the U of A one of her first stops in the 1997 election campaign when she dropped by Monday, April 28 to visit Mechanical Engineering students involved in the 1997 Propane Vehicle Challenge.

Catherine M. Fletcher D.D.S.

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Photo Services

Dr. Claudette Tardiff, dean of Faculté Saint-Jean, lights a candle in the season's first graduation ceremony. Seventy per cent of Faculté grads attended the special ceremony Saturday, April 26. They will also be a part of the regular convocation this spring.

Bears just keep on winning

The U of A Junior Bears Volleyball team has added to U of A national championships by winning the Canadian national title April 27 in Calgary. The Junior Bears were undefeated throughout the tournament beating the University of Winnipeg Junior Wesmen 3-1 in the final.

The Junior Bears last won a national title in 1980.

Current Golden Bears Murray Grapentine (middle) and Golden Bears recruit Peter Findlay (setter) were selected tournament all stars.

Blair Miller (right side), Nathan Bennet (middle), Brad Funk (power) and Scott Emslie (power) were on the Junior national team and also on the Golden Bears 1996/97 roster. ■

NOTICES

LIBRARY RETIREMENT SOCIAL

The staff of the Humanities and Social Sciences Library will be holding an afternoon coffee social for two library colleagues, Dave Sharplin and Keith Wikeley, on the occasion of their retirement as University of Alberta librarians.

Friends and colleagues are invited to celebrate this event with Dave and Keith by dropping in.

Wednesday, May 7, 1997

2:00 and 4:00 p.m.

HSS Library Administration Office
Room 1-101, Rutherford South

TELEHEALTH DEMONSTRATION

Everyone is welcome to attend a demonstration of the Faculty of Nursing's new Telehealth equipment. One hour demonstrations will take place, May 13, starting at 8, 10 and 12 a.m. and May 14 starting at 2, 4 and 6 p.m. Room 1-130 Clinical Sciences Building, Faculty of Nursing Health Centre. Refreshments to follow. For more information, please call 492-6785.

CROSSFIRE-MINERVA DEMONSTRATION ON-LINE CHEMICAL INFORMATION SERVICES

CrossFire-Minerva is a project formed through a consortium of universities that have joined to obtain access to the

Beilstein CrossFire System. The consortium will provide the member institutions with the most complete knowledge base in the fields of organic, organometallic and inorganic chemistry. The University of Alberta has been invited to become a member of this consortium.

The Science and Technology Library invites researchers in all fields of chemistry to an introduction to this major chemical information system.

Thursday, May 15, 1997

1:30 to 3:30 p.m.

Room 315

General Services Building

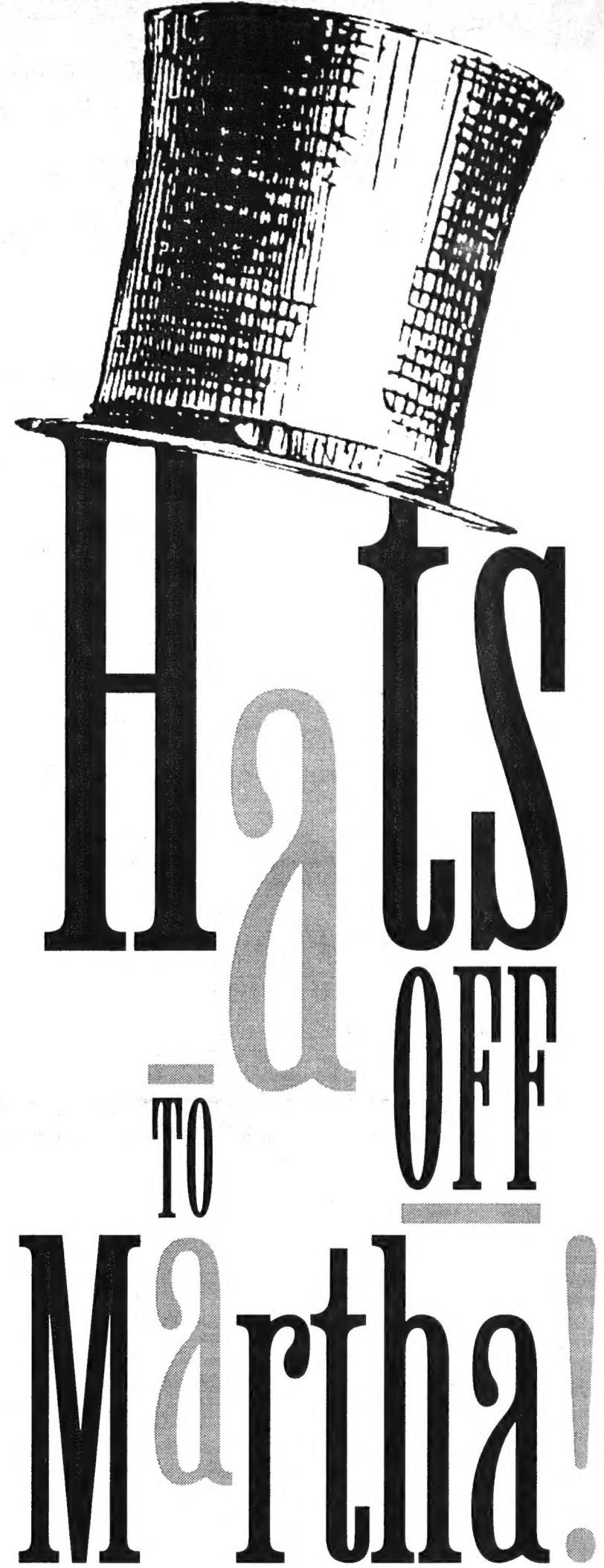
BIOSAFETY COURSE

Concepts in Biosafety, a six-hour course for individuals who handle biohazards in their work will be held May 26 to May 30. The course will cover biohazard identification and management; regulations involved with biohazards; and responsibilities of individuals and administrative bodies in regards to biosafety.

The course will run 10 to 11:30 a.m. May 26 and 27, and 9 to 10 a.m. May 28, 29 and 30. An optional one-hour exam is scheduled for Thursday, June 5 at 9 a.m. Exam results and discussion will be available Thursday, June 19 from 9 to 10:30 a.m. A supplemental exam will also be available that day from 10:30 to 11:30 a.m.

Cost of the course is \$45 per person for University staff and students or \$275 per person for others. Fees must accompany registration and are non-refundable.

Register at the Biosafety Office, 107 Education CarPark by May 20, 1997. For more information, contact Don Koziol at 492-0122.



A GARDEN PARTY CELEBRATION

Please join Chairman John Ferguson, President Rod Fraser, Chancellor Lou Hyndman, and many other friends and colleagues at a special, informal "Hats Off to Martha!" garden party in honour of

Dr. Martha C. Piper

Thursday, 22 May 1997

3:30 to 6:00 p.m., Front Lawn, Corbett Hall
west of 112th Street, north of University Avenue
(inside Corbett Hall in the unlikely event of rain)

Please RSVP to 492-7760 or president@ualberta.ca



TALKS

CENTRE FOR GERONTOLOGY

May 26, 7:30 p.m.
Tammy Leach, regional coordinator, Regional Continuing Care Services Adult Housing, Capital Health Authority, "Adult Supportive Housing." 2-47 University Extension Centre.

CHEMISTRY

May 21, 11 a.m.
Vittorio Farina, director, Chemical Development, Boehringer Ingelheim Pharmaceuticals, Inc., Ridgefield, Connecticut, "In Search of a Second Generation Taxol." V-107 V-Wing.

ECO-RESEARCH CHAIR IN ENVIRONMENTAL RISK MANAGEMENT

May 16, 3 p.m.
Stan Kaplan, founder and chairman, Bayesian Systems Inc., "Evidence Based Decision Making." 2F1.04 (Classroom D), Mackenzie Health Sciences Centre.

FACULTY OF MEDICINE AND ORAL HEALTH SCIENCES

May 6, noon
Karen Harrison, MD, FRCPC, "New Molecular Cytogenetic Approaches for the Analysis of Tumors." 2J4.02 (Classroom F), Mackenzie Health Sciences Centre.

MEDICAL MICROBIOLOGY AND IMMUNOLOGY

May 15, 5 p.m.
Polly Matzinger, head, Section on T cell Tolerance and Memory, Ghost Lab, Laboratory of Cellular and Molecular Immunology, NIH, Bethesda, MD, "Tolerance and the Four D's: Danger, Distress,

Destruction and Death." 2F1.04 (Classroom D), Mackenzie Health Sciences Centre.

May 22, 5 p.m.

Paul M. Allen, professor, Department of Pathology, Washington University School of Medicine, St. Louis, MO, "Close Encounters with the T Cell Receptor." 2F1.04 (Classroom D), Mackenzie Health Sciences Centre.

PHYSIOLOGY

May 2, 3:30 p.m.

David R. Olson, "Pre-term Birth: What Do We Know About It?" 207 Heritage Medical Research Centre.

May 16, 3:30 p.m.

Steve Harvey, "Growth Hormone: A Paracrine Hormone?" 207 Heritage Medical Research Centre.

May 30, 3:30 p.m.

Loren W. Kline, "Calcitonin Gene-Related Peptide and Gall Bladder Motility." 207 Heritage Medical Research Centre.

PUBLIC HEALTH SCIENCES

This is a weekly series of talks highlighting recent research initiatives within the Department. The Department consists of six programs: Environmental Health Sciences, Epidemiology, Health Policy and Management, Health Informatics, Occupational Health, and Population Health.

May 7, noon

"Health Informatics." 2J4.02 Mackenzie Health Sciences Centre.

May 14, noon

"Health Policy and Management." 2J4.02 Mackenzie Health Sciences Centre.

May 21, noon

Department guest speaker. 2J4.02 Mackenzie Health Sciences Centre.

May 28, noon

"Occupational Health." 2J4.02 Mackenzie Health Sciences Centre.

For more information on the series please contact darlene.stewart@ualberta.ca or visit their website at <http://www.med.ualberta.ca/PHS>.

SHASTRI INSTITUTE

May 3, 1 to 5 p.m.

South Asian Immigrant Women Speak Out: Crossing Generations, featuring keynote speaker Uma Parameswaran, Professor of English, University of Winnipeg, author of works including *The Door I Shut Behind Me: Selected Fiction, Poetry and Drama* and *The Perforated Sheet: Essays on Salman Rushdie's Art*. 3-52 University Extension Centre.

1:15 p.m.

"Unbidden Voices"—video and panel discussion with Uma Parameswaran, Jayanti Negi and Ayesha Hameed.

3:30 p.m.

"Hearing Our Voices"—Uma Parameswaran will read from her selected works, answer questions and engage in discussion.



EVENTS

EXHIBITIONS

BRUCE PEEL SPECIAL COLLECTIONS LIBRARY

Until May 16

"Green thought in a green shade: an array of books celebrating flowers and gardens." B7 Rutherford South.

FAB GALLERY

Until May 6 to 18

"Coming Out—BFA Show"—an exhibition of work from the University of Alberta Bachelor of Fine Arts graduating class of 1997. Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; Saturday, Monday and statutory holidays, closed. 1-1 Fine Arts Building.

McMULLEN GALLERY

Until May 3

"William R. Sinclair and Local Artists in Support of the University Hospital Foundation." Gallery hours: Monday to Friday, 10 a.m. to 4 p.m.; Saturday and Sunday, 1 to 4 p.m.; Thursday, 5 to 8 p.m. Information: 492-8428 or 492-4211. Walter C. Mackenzie Health Sciences Centre.

MUSIC

May 4, 8:15 p.m.

All Saints' Anglican Church, 10035 - 103 Street University of Alberta Madrigal Singers present the program of music for their European Tour (May 10-June 1). The tour includes participation in the Fifth International Chamber Choir Competition in Marktoberdorf, Germany, May 15-21. Admission is free, however donations to the tour fund are welcome.

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This is a one-year term position with a possibility of renewal or conversion to a continuing Administrative/Professional Officer (APO) position. The salary range of this position is \$33,114 - \$49,674 per annum commensurate with education and experience. The ideal start date is July 1, 1997.

Letters of application, a resume and the names of at least three referees should be sent by May 30, 1997 to

Ms. Ellen Schoeck

Director of the University Secretariat,
2-1 University Hall

Letters of application should explain an applicant's reasons for applying for this position.

DIRECTOR, SCHOOL OF NATIVE STUDIES

The University of Alberta invites applications and nominations for the position of Director of the School of Native Studies.

The School of Native Studies consists of three full-time faculty members and two support staff. In addition to administering and offering undergraduate programs for two hundred full- and part-time students, staff of the School are involved in research and outreach activities in the larger native community.

The Director is responsible to the Vice-President (Academic) for the supervision and administration of the academic programs, budget, and all activities of the School. Candidates should have proven administrative ability, well-developed leadership skills and strong academic qualifications in a field of research that enhances the activities of the School of Native Studies.

The appointment will take effect on July 1, 1997 or as soon as possible thereafter. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by May 23, 1997 to

Dr. Doug Owram
Vice-President (Academic)
Third Floor University Hall
University of Alberta
Edmonton, Alberta, Canada, T6G 2J9.

Résumé

POSITIONS

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

INSTRUCTIONAL DESIGN SPECIALIST

Applications are invited for a tenure-track position in the Faculty of Extension at the University of Alberta. The appointment will be at the Assistant Professor level (minimum salary \$39,230).

The newly-created position will be in the Academic Technologies for Learning Unit, which works to enhance the University's mandate to improve the quality of learning and access through technological innovation. The date of appointment will be August 1, 1997.

The successful applicant will be responsible for an instructional design service provided by ATL to faculty members and curriculum development teams. The applicant must have experience with developing University level teaching content using a variety of technological learning tools and using a variety of design approaches and learning theories.

The applicant must be capable of conducting and publishing scholarly research and may be required to teach and advise students on courses related to the instructional process at the graduate level.

A doctorate or near completion in education or adult education with a specialization in instructional design is required. The applicant should be familiar with all components of the instructional design process including formative and summative evaluation using both qualitative and quantitative methodologies. Preference will be given to applicants with a demonstrated publication record.

This faculty position is a high contact position that will require the successful candidate to work closely with many faculty members from a variety of academic and professional disciplines. As such, it is

essential that the Instructional Development Specialist possess superior interpersonal communication skills.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta will try to facilitate spousal employment within the limits of current Canada Employment and Immigration requirements.

Applications, including a current curriculum vitae, relevant scholarly papers and the names of three referees, should be submitted by May 18, 1997 to

Dr. R. Garrison, Dean
Faculty of Extension
University Extension Centre
University of Alberta
8303 - 112 Street

Edmonton, Alberta, T6G 2T4

For more information, please contact Terry Anderson: Phone: 492-7333 or e-mail terry.anderson@ualberta.ca Academic Technologies for Learning web site address is: <http://www.atl.ualberta.ca>

CHARTERED PSYCHOLOGIST

University of Alberta Student Counselling Services requires a full-time chartered psychologist for August 25, 1997 to April 30, 1998 with the possibility of extension. Duties include the provision of personal and group counselling, supervision of graduate student trainees and liaison with the wider body of ten University Student Services. Employment experience in a post-secondary environment and facility with a collaborative, team-oriented work setting are highly desirable.

The salary range is from \$30,937 (master's level) to \$36,432 (PhD level). A limited benefit package may also be available.

Reply with a curriculum vitae and graduate transcripts by May 30, 1997 to

Dr. Howard Saslove, acting director
Student Counselling Services
University of Alberta
2-600 Students' Union Building
Edmonton, AB T6G 2J7

Only those applicants selected for an interview will be contacted.

ADMINISTRATIVE PROFESSIONAL OFFICER (APPEALS COORDINATOR)

The University Secretariat seeks applications for an Administrative Professional Officer to act in a senior administrative and legislative capacity in relation to a number of key responsibilities including: the University Appeal Board (student discipline appeals); the new Practice Review Board (appeals concerning withdrawal from a practicum for safety reasons); and the GFC Campus Law Review Committee, which regularly reviews the Code of Student Behavior. The successful applicant may also act as the delegate of the Secretary to GFC in administering academic standing appeals. The successful candidate will have an on-going responsibility for developing and delivering educational programs for associate deans and student appeal advisors with respect to appeals processes and will have a number of other general legislative responsibilities. The individual selected will have daily contact with faculty, students and administrators about discipline problems and policy issues.

Ideally, applicants will have a post-secondary degree, experience or training as a neutral party or mediator, and a general knowledge of the university's academic operation. The successful candidate will have outstanding analytical and communications skills including a clear writing style and a confident public speaking manner. Excellent interpersonal skills are essential. The person in this position must also have the ability to engender the confidence of all constituent groups in the University, including that of opposing parties to an appeal. The successful candidate will be a proactive problem-solver and will have a demonstrated ability to apply complex regulations in a common-sense manner. Since the University Secretariat provides links between and among the legislative, judicial and executive branches of university governance, related experience in these areas will be an asset.

The person in this position reports to the Director of the University Secretariat and will work with a small team of other staff in the University Secretariat in an environment that is collegial, open and consultative. The University Secretariat is a

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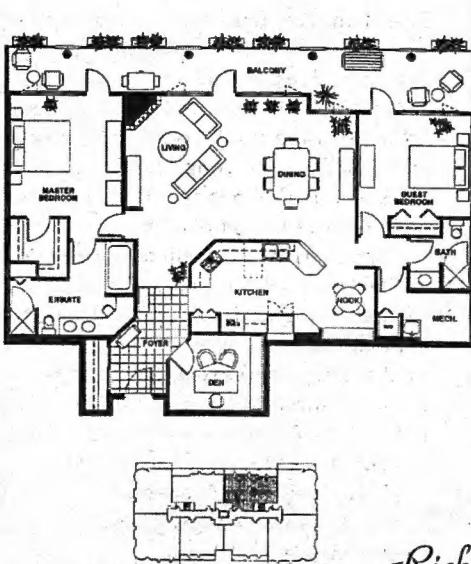
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Virtual Religion

The Cult Movement of the 90s has given rise to a new kind of religion—and a new way of preaching.

Stories by Deborah Johnston

"Every country in the world is a target and every person in every country is a potential convert—or a potential opponent."

Dr. Stephen Kent

The days of door-to-door religious solicitation may be a thing of the past.

A University of Alberta sociologist predicts religious groups will resort to more sophisticated recruitment means—the World Wide Web. As a result, many more people may be lured into controversial or "cult" movements. Dr. Stephen Kent, who specializes in unusual, deviant or high-demand religious groups, says this decade will see the revolutionization of religion—through the Internet.

Kent says many groups (he avoids the term "cult" because he feels it's pejorative) began in the early 70s by recruiting people in their late teens and early 20s. Back then, the majority of recruitment happened face-to-face, but that is no longer the case. "The groups have learned marketing

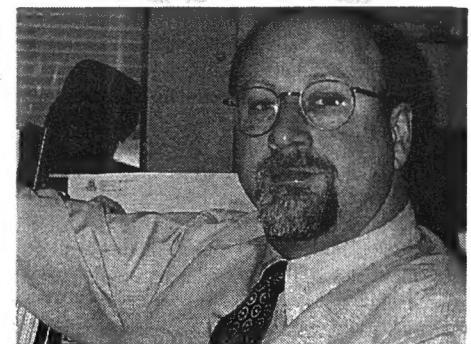
skills," Kent says, "They'll tailor their recruitment messages to specific target audiences—particular professions, age groups, or situations of life difficulties." The Internet gives them the technology to broadcast their message to the world.

Kent has observed that as technology advances, so has the grandiosity of some cult leaders. "Some of these groups are very clear in saying their purpose is to transform the planet." Kent says the Internet gives the leaders an international presence and a great potential for marketing schemes. Worse, Kent fears "the Net may become another tool that manipulative leaders use in their efforts to obtain compliance to their edicts and directives."

But just as the Internet is a haven for cult recruiters, so is it an arsenal of information against them. Search the words,

"religion" or "cult" on the Internet and there are over a quarter million matches. "It is increasingly difficult for religions to get away with illegitimate activities—so much information exists about them that increasingly, the Net is the focus of intense information battles."

Kent also believes that the new age of "virtual religion" will change the way people worship. "Religion [has always been] a community endeavour. Now we face a possibility of individuals creating personalized but virtual relationships with their religious figures...it may mean that their relationships are entirely self-constructed." Furthermore, he fears it may raise new issues of isolation and addiction. "Many followers may confuse Internet contact with genuine social interaction and community. However exciting is the ability to communicate with people on the other side of the world, a computer screen is no substitute for real human contact."



Dr. Stephen Kent

Deborah Johnston

The Internet may also give leaders a tighter hold on their members. Before the days of household computers, individuals could move away and physically distance themselves from the group. The Internet, however, knows no geographical boundaries—members can move anywhere in the world and with a keystroke—renew the cult connection. ■

Cults take all

Former cult member recalls the high cost of membership

"I was born Jean, but I changed my name to Shélagh—it was more in line with the universe."

Ex-cult member, Shélagh, who does not wish to reveal her last name, spent most of her 20s serving a group called Kabalarian Philosophy. Shélagh was so committed to the powerful community, she changed her name to accommodate the sect's numerological ideals. "It gave a new meaning to my life," she says. "We thought we were the wisest, most intelligent beings in the world."

Her commitment was more than just a quirky fixation with names, however. She was required to give most of her money to support "the philosophy." She could not have afforded her own home, she says, or even a family, if she hadn't abandoned the faith. "People would lose everything," she says. "We saw people who were virtually milked until it was all gone."

Shélagh's financial sacrifices were minor compared to what membership cost her youngest sister. She was just 17 when she became the cult leader's favourite. He hired her as his personal secretary. "We all thought she was so lucky," says Shélagh. "[He] was her spiritual leader and she was there to be guided." But as it turned out, the leader was allegedly raping her sister two to three times a week. Although her sister hadn't admitted the assaults, Shélagh suspected something was wrong. "I noticed a strangeness...she had a glaze over her eyes and a weird look on her face." Shélagh says the cult leader has since been charged with sexual assault and is currently on trial in Vancouver.

Today, Shélagh shakes her head at her own gullibility. "People always ask how could I be so stupid?" ■



Shélagh

But most cult members are not stupid. Dr. Stephen Kent, a University of Alberta sociologist who specializes in deviant religions, says many of his clients are very bright—sometimes intellectually gifted. "If they've involved themselves in activities that are unusual or harmful, people are able to use their intelligence as a means to rationalize their behaviours, their activities and beliefs."

Kent claims anybody can be lured into conversion. "Sometimes

people are at crucial junctures in their lives and they encounter a group that gives them a sense of meaning and purpose." The lure can be particularly compelling if the group creates an unusual situation and then offers an explanation to the novice participant. For example, some groups do high speed chanting and intense physical activity, followed by complete motionless. Kent says these activities create physiological experiences—heart palpitations, lightheadedness, auditory hallucinations, a sense of euphoria—for which people have no prior interpretive framework. The cult then supplies the framework: what you are feeling is the purging of evil from the body. "If [the individual] accepts the interpretation," says Kent, "they're hooked."

Escaping from a group's hooks can be difficult. Twenty years after leaving the Kabalarian Philosophy, Shélagh still finds herself calculating the meanings of people's names. "I'm still suspicious of the name George—it's supposed to mean off-balance...and I always like people named Michael—as long as it's Michael, not Mike. That's the best name in the universe." ■

Curator of the forbidden library

Cult expert collects everything cult leaders don't want him to have

There's a locked room inside a campus building—the location of which is a carefully guarded secret.

The reason for the extensive security is that the room contains one of the province's most comprehensive collections of unusual political or religious material. The compilation includes everything from files on the Hare Krishnas and satanic worship to unauthorized anti-Semitic material. Dr. Gordon Drever, an anthropologist and independent researcher, fears some groups may attempt to destroy his collection—so he keeps its location secret. The collection is so exceptional, Drever was able to loan rare anti-Semitic literature to prosecutors in the case against Jim Keegstra—the Eckville teacher charged with teaching the Holocaust was a hoax.

Drever uses the collection to help people whose friends or family have become involved in a particular ideological group. "One of the things that happens in intense groups is that they develop a very specialized use of language, everything has its own particular meaning. [We can help] distraught people in these situations just by the fact that we have literature from these groups."

Some literature in Drever's collection dates from the turn of the century. Maintaining the collection is important, he says. "Even though it's not to everyone's tastes to look at this stuff, it's something that gives you a very different perspective on what society is and how it develops historically." ■



Dr. Gordon Drever and part of the forbidden materials in his collection.